

Residency

The Pharmacy Administration & Leadership Residency is designed to provide highly motivated and exceptionally qualified pharmacists with a myriad of experiences in pharmacy management and leadership practice. These experiences are coordinated under the direct and immediate supervision of the Residency Director. The primary mission of the residency is to develop leadership and management skills that will support a professional and productive practice in pharmacy management. This mission is realized by providing experiences and responsibilities that realistically develop and augment the resident's communication skills, problem solving abilities, professional knowledge base, judgment, and insight in a "real life" pluralistic management environment. By providing an atmosphere for the resident to grow and develop individual talents (while receiving guidance and structure as required), the resident will become more cognizant of their strengths and weaknesses and will be able to continually apply themselves to further enhance their management and leadership practice skills.



The purpose of the Pharmacy Administration & Leadership Residency is to support and enhance patient care by developing the knowledge and skills that are needed to achieve competency in the provision of pharmacy leadership and practice management. Graduates of the program shall be able to develop, implement, monitor, and maintain operational and clinical pharmacy services, and shall be able to successfully apply the principles of strategic planning, personnel development, needs-based communication, fiscal management, regulatory compliance, program development, evidence-based outcome assessment, and pharmacoeconomics.

PA&LR Program Description

The Pharmacy Administration & Leadership Residency is a 12-month longitudinally organized and directed postgraduate training program in pharmacy management practice. The program is flexible in that it will adapt to the needs of the individual resident, yet provide the basic foundation for quality management and leadership practice experiences. It will include exposure to national, regional, and local activities that are directed to support team management, regulatory compliance, performance measure monitoring and compliance, and resource management.

The program is currently working to be accredited by the American Society of Health-System Pharmacists using the ASHP Accreditation Standard for PGY2 Health-System Pharmacy Administration Residencies. Qualified candidates shall be licensed pharmacists who have completed an accredited PGY1 residency in any practice focus, and who have expressed a strong interest and desire for advanced management training.

PGY-2 Administration and Leadership Residency Application Procedure

Applicants must be a graduate of an American Council of Pharmaceutical Education accredited School of Pharmacy with a Pharm.D. degree. They must also have completed or currently be enrolled in a first year Residency. We will consider both internal candidates who wish to do two years at this institution as well as external candidates.

The Residency Director shall determine interview candidates and the final acceptance of all residency applicants. Pharmacists interested in applying for the residency program are required to:

- Complete a residency candidate application (Form 10-2850D)
- Submit a personal letter of intent.
- Submit a copy of their curriculum vitae.
- Submit an official copy of their pharmacy transcript(s).
- Submit three letters of recommendation
- The application process should be completed through PhORCAS



Application deadline is January 15th
Address inquiries to:
Lynnae Mahaney
Program Manager and Residency Director –119
William S. Middleton VA Hospital
2500 Overlook Terrace
Madison, WI 53705

Phone: 608-256-1901 extension 17077
Email: Lynnae.Mahaney@va.gov

PHARMACY RESIDENCY PROGRAMS

PGY-2 Administration & Leadership Residency

PAGE 11

GENERAL INFORMATION

A FOCUS ON LEADERSHIP

Training Activities Will Include, but Will Not Be Limited To:

ADMINISTRATIVE ACTIVITIES

- Pharmacoeconomics
- Policy & Procedures / Regulatory Compliance
- Committee Participation includes:
 - P & T Committee Management
 - Patient Safety
 - Patient Electronic Record
 - Various Process Action Teams
 - VISN 12 PBM / Pharmacy Chiefs
- Presentation Skill Development
- Bargaining Unit Integration
- Customer Satisfaction
- New Program Development
- Supervisory Assignments
- Organizational Structure Development
- Strategic Plan Development
- Departmental Management / Staff Scheduling
- Marketing / Patient Education

TEACHING/RESEARCH ACTIVITIES

- Formal Presentations
- Residency Research Project
- Competency Assessment assignments
- Rotation In-services

RESOURCE MANAGEMENT

- Personnel – Generational Awareness
- Personnel – Individual & Team Development
- Personnel – Recruitment / Placement
- Personnel – Management Systems
- Personnel – Performance Standards and Assessments
- Interpersonal Communication
- Purchasing / Inventory Control
- Budgetary Forecasting
- VHA Contractual Processes
- Control Point Management
- Supply Chain Management activities
- Contract Management

MEDICATION USE AND DISTRIBUTION CONTROL

- Narcotic Control and distribution
- Medication Usage Control Processes
- Investigational Drugs
- Automated Systems Integration
- Quality Management Program Development & Oversight



“To support and enhance patient care by developing the knowledge and skills that are needed to achieve competency in the provision of pharmacy leadership and practice management.”

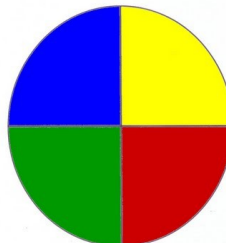
Program Standards

The Pharmacy Administration & Leadership Residency adheres to the standards described in the following criteria:

- ⇒ *ASHP Regulations on Accreditation of Pharmacy Residencies*
- ⇒ *ASHP Accreditation Standards for Postgraduate Year Two (PGY2) Pharmacy Residency Programs*
- ⇒ *ASHP PGY2 Required and Elective Educational Outcomes, Goals, and Objectives*

Additional Opportunities

The resident will be required to complete the Hermann Brain Dominance Instrument (HBDI) and instruction to help augment interpersonal and professional communication skills.



In addition, some of the basic personnel management and fiscal management training requirements may be completed through interactive on-line training sessions or recorded instruction sessions with designated VHA topic experts.